



December 2025

# Payday Super Update

Presented by Emma McCosh



# Important information

Togethr Trustees Pty Ltd ABN 64 006 964 049, AFSL 246383 (“Togethr Trustees”) the Trustee of Equipsuper ABN 33 813 823 017 (“Equip Super”). Your Representative is authorised to provide General Financial Product Advice on behalf of Equip Super. They are not authorised to provide Personal Financial Product Advice. This is general advice and information only and does not take into account your personal objectives, financial situation or needs and therefore should not be taken as personal advice. You should consider whether this information is appropriate to your personal circumstances before acting on it and, if necessary, you should also seek professional financial advice. The information is correct at the date of the presentation but is subject to change. Before making a decision about your super with Equip Super, or whether to invest in Equip Super, you should read the appropriate Product Disclosure Statement (PDS) and target market determination (TMD) which are available at **[equipsuper.com.au](https://equipsuper.com.au)**

This presentation is based on understanding of current regulatory requirements and laws as at the presentation date. The application and impact of laws can vary widely based on the specific facts involved. Given the changing nature of laws, rules and regulations, there may be omissions or inaccuracies in information contained in this presentation. Accordingly, this presentation is provided with the understanding that the presenters are not providing legal, accounting, tax, or other professional advice and services. As such, it should not be used as a substitute for consultation with professional accounting, tax, legal, financial or other qualified advisers. While Togethr Trustees has made every attempt to ensure that the information contained in this presentation has been obtained from reliable sources, Togethr Trustees is not responsible for any errors or omissions, or for the results obtained from the use of this information. Past performance is not an indication of future performance.

Financial advice may be provided by Togethr Financial Planning Pty Ltd, ABN 84 124 491 078, AFSL 455010, (“TFP”), trading as Equip Financial Planning. TFP is a related entity of Togethr Trustees Pty Ltd. Eligibility criteria applies for insurance and the insurer is MetLife Insurance Limited (ABN 75 004 274 882 AFSL 238096). No person, including Togethr Trustees has any responsibility to update any of the information provided in this presentation. This presentation may not be reproduced, used or disclosed, in whole or in part, without the prior written consent of Togethr Trustees. © 2025 Togethr Trustees Pty Ltd. All rights reserved.

The rating is issued by SuperRatings Pty Ltd ABN 95 100 192 283 (SuperRatings) a Corporate Authorised Representative (CAR No.1309956) of Lonsec Research Pty Ltd ABN 11 151 658 561, AFSL No. 421445. Ratings are general advice only and have been prepared without taking account of your objectives, financial situation or needs. Consider your personal circumstances, read the product disclosure statement and seek independent financial advice before investing. The rating is not a recommendation to purchase, sell or hold any product. Past performance information is not indicative of future performance. Ratings are subject to change without notice and SuperRatings assumes no obligation to update. SuperRatings use proprietary criteria to determine awards and ratings and may receive a fee for the use of its ratings and awards. Visit [superratings.com.au](https://superratings.com.au) for ratings information. © 2024 SuperRatings. All rights reserved.

# Agenda for today



Timeline

Legislative update

Qualified Earnings

Super Stream 3.0

Payday Super and Defined Benefits

Getting ready

# Payday Super Timeline

Date	Event
May 2023	Payday Super was announced
Sep 2024	Treasury published the Payday Super fact sheet
Mar 2025	Exposure Draft Legislation was released
Oct 2025	ATO Small Business Clearing House "soft" close
Oct 2025	Government introduced the Payday Superannuation Bill
Nov 2025	Bills passed Parliament and received Royal Assent
July 1, 2026	Payday Super takes effect

# Why Payday Super?



- ✓ Help ATO tackle Unpaid Super

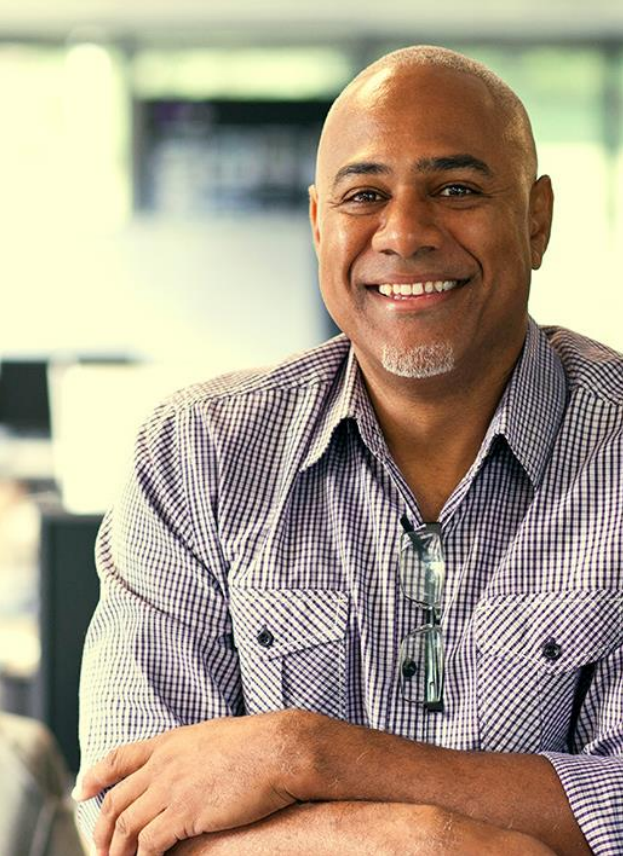


- ✓ Compounding earnings sooner



- ✓ Help employees track their entitlements

# Legislation



→ Key highlights for you to know

**From 1 July 2026:**  
You'll need to pay super on payday (the day you pay salary or wages)

**Timing matters:**  
Super must reach your employee's super fund within 7 business days and be ready to allocate to their account

**If funds can't be allocated:** the super fund must send the money back within 3 business days

Treasury Laws Amendment (Payday Superannuation) Bill 2025



# Employer's obligations

## Pay super quickly

Employers must ensure that contributions are received by employees' complying super funds **within 7 business days** of paying employees their qualifying earnings (QE) and are “able to be allocated”.

*(Example of missing TFN from Explanatory Memorandum)*

## New staff or fund change?

For new staff and for members that have changed super funds, the period is extended to 20 days.

## Keep good records

Employers need to keep records for 7 years



# Qualifying earnings

Qualifying Earnings (QE) include:



Your employee's  
ordinary time  
earnings (OTE)



Salary  
sacrifice  
amounts that  
would have  
been OTE



Other pay items,  
like performance  
bonuses



All commissions

Also, make sure you check the updated definition of “employee” under the new rules.



# Penalties

If super isn't paid in full and on time, you'll need to pay the Super Guarantee Charge (SGC).

SGC is made up of the following components:

- Outstanding SG shortfall – based on ordinary time earnings
- Notional Earnings – interest to be calculated daily (General Interest Charge)
- Administrative uplift – a charge to reflect the cost of enforcement
- Choice loading – if funds are not paid to the member's chosen super fund.

## **Exceptions to the rule**

- New employees will have their due date deferred to 20 days
- Payments made to employees outside of the regular payment period
- Exceptional circumstances that affect multiple employers such as natural disasters, or widespread outages of information.

# ATO Draft Practical Compliance Guideline for Year 1

Current expected approach is  
detailed here:

<https://www.ato.gov.au/law/view/document?DocID=DPC/PCG2025D5/NAT/ATO/00001&PiT=99991231235958#H14>

Table 2: Requirements for each risk zone

Risk zone	Requirements
Low	<p>An employer will be in the low-risk zone where all of the following have been met:</p> <ul style="list-style-type: none"><li>the employer attempted to ensure that all of their individual base SG shortfalls in relation to their employees were nil for the QE day, by making on-time contributions equal to or exceeding the individual SG amount</li><li>some or all of the eligible contributions were not received by the relevant fund (and allocable for the benefit of the employee) on time</li><li>these eligible contributions are received by the relevant funds and allocable for the benefit of the employees as soon as reasonably practicable, resulting in the employer having individual final SG shortfalls of nil for all employees for the QE day at that time.</li></ul>
Medium	<p>An employer will be in the medium-risk zone where the employer does not meet the criteria to be in the low-risk zone, but the individual final SG shortfalls for all their employees are nil by 28 days after the end of the quarter in which the qualifying earnings were paid.</p>
High	<p>An employer will be in the high-risk zone where the employer does not meet the requirements to be in the low-risk or medium-risk zone.</p> <p>An employer will be in the high-risk zone if they have one or more individual final SG shortfalls greater than nil for their employees by 28 days after the end of the quarter in which the qualifying earnings were paid.</p>

# SuperStream upgrades (3.0)

What's changing?

## *Quick error alerts*

- Employers will get clear messages to fix issues and resubmit contributions fast.

## *Early updates for payroll systems*

- Software will receive advance notice of major super fund changes (like mergers) so you can plan and redirect contributions correctly.

## *Member verification*

- Payroll software can check if an employee's fund details are valid before sending money.

## *Real-time payments*

- Contributions will be made through the New Payments Platform (NPP). All super funds must accept NPP payments by 1 July 2026.



# Employer preparations



Plan for more frequent payments if your super contribution cycles are not already aligned with pay cycles



Identify and rectify recurring errors



Assess cash-flow impact



Consider your onboarding process

# Maximum contributions base



Currently set at \$7,500 per quarter for those earning \$62,500 per quarter or above.



Employers can stop contributing for the financial year once they pay the maximum base depending on employment contracts and if you apply the maximum contributions base or not.



From July 2026, maximum contributions base (MCB) will be applied annually, rather than quarterly.

# Payday Super and Defined Benefits

Schedule 1, Part 1, Subdivision C Section 18A(3) Amendments of the Super Guarantee (Administration Act) 2025 as part of the “Payday Super” Bill confirms (abridged):

If, on a QE day for the employer and the employee have a Benefit Certificate in place for a defined benefit fund which covers the staff member;

...treat the scheme as having received, on the QE day, a notional contribution made by the employer for the benefit of the employee that is equal to: Amount of the qualifying earnings x Notional contribution rate.

[https://parlinfo.aph.gov.au/parlInfo/download/legislation/bills/r7373\\_aspassed/toc\\_pdf/25075b01.pdf;fileType=application%2Fpdf](https://parlinfo.aph.gov.au/parlInfo/download/legislation/bills/r7373_aspassed/toc_pdf/25075b01.pdf;fileType=application%2Fpdf)



# Further reading

View the Equip Super [Payday Super](#) landing page

[Payday superannuation | Australian Taxation Office](#)

[Payday Super Hub - ASFA](#)

[PCG 2025/D5 | Legal database](#)

[The Amendment Bill](#)

Please reach out to your Relationship Manager for further assistance.







# Thank you



1800 682 626



[equipsuper.com.au](https://equipsuper.com.au)

